

beyond what's mandated by law, or if the child's in trouble and you just need some time to spend time with your child.

So today what I'm proposing is that we redefine compensation in a way that reflects the value of family and community. I'm going to send to Congress a flextime initiative that will give employees this choice: If you work overtime you can be paid time and a half, just as you are now and just as the law requires. But if you want, you can take that payment in time; and for every hour you work overtime, you can take off an hour and a half. In this sense, the proposal is fundamental to redefining work time. Workers can put in time and get money, or they can put in time and get time. You can choose money in the bank or time on the clock.

It's important that this be a choice for employees. I should say that most employers in America would like this option. And there's a lot of support among employers for giving this kind of option. But it's also important how it's designed, because it will only work as a family-friendly decision if there's a genuine partnership, which means, to go back to what our friend from Saturn says, this is a case where the employee has to make the decision. And that's very important. There must be complete freedom to choose. If you're required to work overtime in your job or you're given the chance to work overtime, then you, the employee, must get the choice of whether to take the overtime in money or time. Otherwise it could simply open the door wide for abuse of the overtime laws, so that families that need the overtime income could fall behind. But if it is honestly administered and fairly given to the employee, think what a difference it could make in critical family situations.

Now, this is a case where more than anything else I think we have to change the culture. But we have to write strong protections into the law. And if you have any doubt, just look at the front page of the Wall Street Journal today, which talks about, in contrast to these companies, the widespread abuse of the overtime laws and how a lot of people are entitled to it and can't get it. So we'll have to write this law in a way that protects the employees. Otherwise, we'll have even more of what is already a problem that is

bigger than the Labor Department can manage with its present resources.

But I believe it's important. We have got to develop flextime proposals that recognize that Americans have priorities at home as well as at work. But if we do this, if we give people the opportunity to earn overtime and then take it in cash or time at their discretion and if we pass family leave II so that people can do some ordinary work that is profoundly important over the life of their children or their families as well as deal with the emergencies, I believe this will be a stronger country. I believe we will have a stronger economy. I know we will have stronger children in stronger families. And that is the most important thing of all.

So let me say again, I'm very grateful to Al and Tipper Gore for doing this. It means a lot to Hillary and me just to know that they're our friends and our partners and that they share our values about this. There is nothing more important, I will say again, than doing a good job of raising our kids. I still think I did the right thing, even though I have lost some valued employees, in telling every one of them to leave if they ever thought their responsibilities at home were threatened.

The Talmud says: Every blade of grass has its angel that bends over it and whispers, "grow, grow." Our children are those blades of grass, and we must be their better angels.

Thank you, and God bless you all.

NOTE: The President spoke at 11:30 a.m. in Polk Theater at the Tennessee Performing Arts Center to participants in Family Re-Union V: Balancing Work and Families Conference. In his remarks, he referred to Martha Farrell Erickson and Representative Bill Purcell, house majority leader, Tennessee State Legislature, co-sponsors of the conference; Speaker of the House Jimmy Naifeh; Lt. Gov. John Wilder and Attorney General Charles Burson of Tennessee; Attorney General Hubert H. Humphrey III of Minnesota; and Vance Opperman, president, West Publishing Co.

Statement on the Retirement of Archbishop Desmond Tutu

June 24, 1996

The world stood in awe as South Africa overcame apartheid to take its place as a

global leader and inspiration to mankind. Archbishop Desmond Tutu epitomizes the process of triumphant, democratic transformation. A leader in both struggle and reconciliation, Archbishop Tutu reminds us that the search for justice begins in the heart. His appeal to conscience brought out the best in all South Africans, and his leadership leaves a legacy of decency and spiritual renewal. On behalf of the American people, I extend this heartfelt tribute to Archbishop Tutu as a token of our profound respect and lasting admiration.

NOTE: This statement is text of a message sent by the President to the retirement ceremony for Archbishop Tutu in South Africa.

Proclamation 6905—Centers for Disease Control and Prevention Day, 1996

June 24, 1996

*By the President of the United States
of America*

A Proclamation

This year, the Centers for Disease Control and Prevention (CDC) celebrates 50 years of service to our Nation and to people around the world. Created from a small organization whose mission was to combat the spread of malaria among our troops during World War II, the CDC has become our first line of defense against disease, injury, and disability.

The CDC's history boasts a number of notable achievements, including its key role in the eradication of smallpox and the discovery of the causes of Legionnaire's disease and toxic shock syndrome. The agency has also led efforts to control and prevent polio and other vaccine-preventable diseases, breast and cervical cancer, lead poisoning, tuberculosis, and AIDS. Recently, the CDC has been a leader in the global efforts to fight emerging infectious illnesses by investigating and containing diseases such as the outbreak of plague in India and the Ebola outbreak in Africa.

The CDC's innovative programs also address our national challenges of chronic disease, workplace and environmental hazards, injuries, birth defects, disabilities, and new

infectious threats. In addition, the agency gathers and analyzes scientific data to better monitor public health, provide a solid foundation for decision-making, and detect risk factors.

While technology and medical progress have worked wonders for many, such advances are not always available or practicable. The CDC's prevention efforts are essential if we are to ensure that all Americans can live in safe, healthy communities. By immunizing our children, exercising regularly, and making other healthy choices, each of us can join the CDC's efforts to build a brighter future and a stronger Nation.

Now, Therefore, I, William J. Clinton, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim July 1, 1996, as Centers for Disease Control and Prevention Day. I call upon all the people of the United States to join me in observing this tribute to the CDC, to recognize the need for preventive health measures, and to strive throughout the year to realize the CDC's vision: Healthy people in a healthy world—through prevention.

In Witness Whereof, I have hereunto set my hand this twenty-fourth day of June, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twentieth.

William J. Clinton

[Filed with the Office of the Federal Register, 8:45 a.m., June 25, 1996]

NOTE: This proclamation was published in the *Federal Register* on June 26.

Message to the Congress Transmitting Budget Deferrals June 24, 1996

To the Congress of the United States:

In accordance with the Congressional Budget and Impoundment Control Act of 1974, I herewith report one revised deferral of budgetary resources, totaling \$7.4 million.